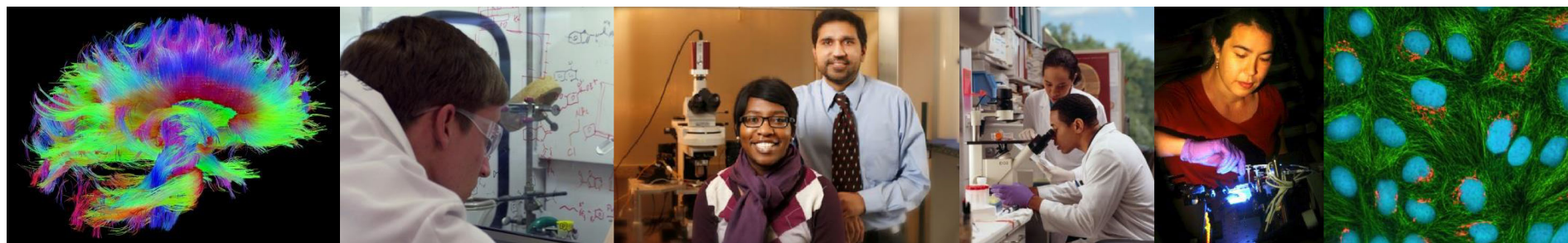




Scientific Workforce Diversity Recruitment Tool Demo

National Institutes of Health
Scientific Workforce Diversity office



Search Protocol

Myth: “I would love to hire more women and Under Represented Minorities (URMs) but they don’t exist in my field!”

(Pipeline excuse)

Search Protocol

"It takes too much effort. We don't have any resources."

Myth: "I would love to hire more women and URM's but they don't exist in my field!"

(Pipeline excuse)

"There is no one in my immediate network that I can think of."

"I feel uncomfortable with diversity."

"I don't want to settle for less qualified candidates."

Search Protocol

~~"It takes too much effort. We don't have any resources."~~

Myth: "I would love to hire more women and URM's but they don't exist in my field!"

(Pipeline excuse)

~~"There is no one in my immediate network that I can think of"~~

"I feel uncomfortable with diversity."

~~"I don't want to settle for less qualified candidates"~~

Myth Busting!

Recruitment Search Protocol

Search Protocol: 3 Basic Steps



1. Position Description

2. Systematic bibliometric search

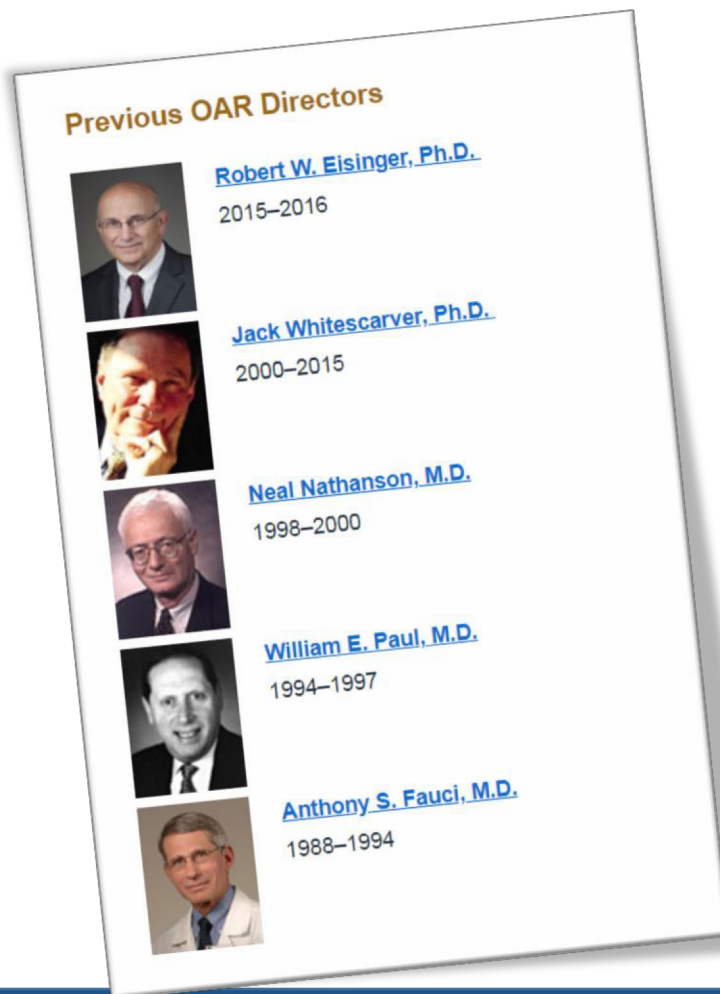
3. Grey literature, social media, and other less systematic methods

Position Description

1. Examine the ad
2. Attend the kick-off meeting of the search committee, if possible
3. Generate MeSH (Medical Subject Headings) related to the search
 - Determine the best search bibliometric search database (or use multiple)

How to Calibrate Career Level (or Credentials)

Best to do some exploratory benchmarking



OAR = NIH Office of AIDS Research

Search Protocol: 3 Basic Steps

1. Position Description
2. Systematic bibliometric search
3. Grey literature, social media, and other less systematic methods

Systematic Bibliometric Searching

Database Examples

SCOPUS®

Web of
Science™
(WOS)

Google
Scholar

iSearch/iCite

Field
dependent
databases

Sample Comparison of Different Databases

Features	SCOPUS®	WOS™	Google Scholar
Number of journals	19,809	12,331	Unknown
Proceedings	5.3 million	110,000 (only ones that were published in journals)	Unknown
Focus	Physical sciences, health sciences, life sciences, social sciences	Science, technology, social sciences, arts and humanities	All subject areas
Period covered	1966-	1900-	Unknown

From Iowa State University Library:
<http://instr.iastate.libguides.com/c.php?g=120420&p=785310>

Features	SCOPUS®	WOS™	Google Scholar
Non-English	Yes	No	Yes
International	Excellent	Poor	Excellent
Interdisciplinary	Excellent	Poor	Excellent
Updated	Daily	Weekly	Unknown

From Iowa State University Library:
<http://instr.iastate.libguides.com/c.php?g=120420&p=785310>

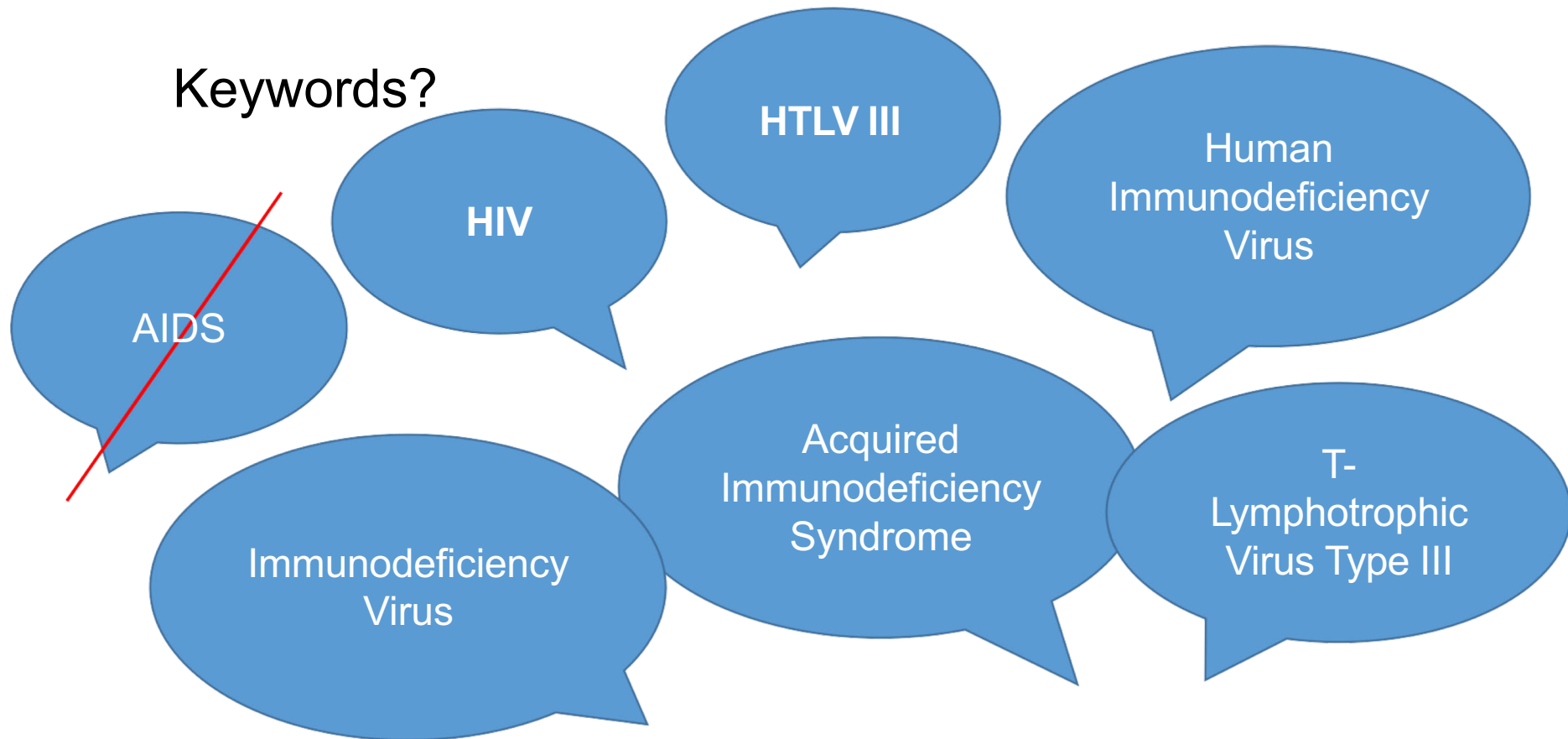
Features	SCOPUS®	WOS™	Google Scholar
Strengths	<ul style="list-style-type: none"> • More versatile search tool with advantages in functionality • International and interdisciplinary coverage 	<ul style="list-style-type: none"> • Covers high-impact journals • Greater time period of coverage • Better coverage of social sciences and arts/humanities than <i>Scopus</i> 	<ul style="list-style-type: none"> • Includes all types of documents - e.g., tutorials, posters, presentations • Finds more citations in "most" subject areas • Book coverage via <i>Google Books</i> and free online publications • International and interdisciplinary coverage

Features	SCOPUS®	WOS™	Google Scholar
Weaknesses	<ul style="list-style-type: none"> • Early reports pointed out weak in social sciences and humanities • Studies show still weak in sociology and physics/astronomy 	<ul style="list-style-type: none"> • Only journals it covers are mainstream, high-impact journals • Poor coverage of interdisciplinary areas and emerging fields • Difficulty searching unusual author name formats - hyphenated, umlauts, etc. 	<ul style="list-style-type: none"> • Hard to search common author names • Few sorting options • Questionable content quality • Many non-peer-reviewed sources • Have to create a Scholar Citation Profile to create reports





Example: Associate Director for AIDS Research

Identifying some of the best HIV/AIDS researchers

Keywords?



AVOID USING VERBS OR DOUBLE MEANING KEYWORDS

	Document title	Authors	Year	Source	Cited by
<input type="checkbox"/> 1	Prescreening whole exome sequencing results from patients with retinal degeneration for variants in genes associated with retinal degeneration	Bryant, L., Lozynska, O., Maguire, A.M., Aleman, T.S., Bennett, J.	2018	Clinical Ophthalmology 12, pp. 49-63	0
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<input type="checkbox"/> 2	A model of HIV/AIDS population dynamics including ARV treatment and pre-exposure prophylaxis	Nsuami, M.U., Witbooi, P.J.	2018	Advances in Difference Equations 2018(1),11	0
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<input type="checkbox"/> 3	Approach to undifferentiated dyspnea in emergency department: aids in rapid clinical decision-making	Guttikonda, S.N.R., Vadapalli, K.	2018	International Journal of Emergency Medicine 11(1),21	0
	View abstract  View at Publisher Related documents				
<input type="checkbox"/> 4	Effect of cyclic butylene terephthalate oligomer on the properties of styrene-butadiene and acrylonitrile-butadiene rubbers	Halász, I.Z., Bárány, T.	2018	Periodica Polytechnica Chemical Engineering 62(1), pp. 32-42	0
	View abstract  View at Publisher Related documents				
<input type="checkbox"/> 5	Frequent implementation of interventions may increase HIV infections among MSM in	Sun, X., Xiao, Y., Peng, Z., Wang, N.	2018	Scientific Reports	0

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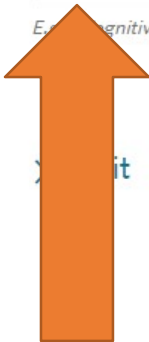
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<input type="checkbox"/> 2	HIV/HCV coinfection model: a fractional-order perspective for the effect of the HIV viral load	Carvalho, A.R., Pinto, C.M., Baleanu, D.	2018	Advances in Difference Equations 2018(1),2	1
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3 Differences in Selected HIV Care Continuum Outcomes Among People Residing in Rural, Urban, and Metropolitan Areas—28 US Jurisdictions Nelson, J.A., Kinder, A., Johnson, A.S., (...), Bramel, T., Harris, J. 2018 Journal of Rural Health 34(1), pp. 63-70 1

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4 Decreased bone turnover in HIV-infected children on antiretroviral therapy Shiao, S., Yin, M.T., Strehlau, R., (...), Coovadia, A., Arpadi, S.M. 2018 Archives of Osteoporosis 22(1), 12 0

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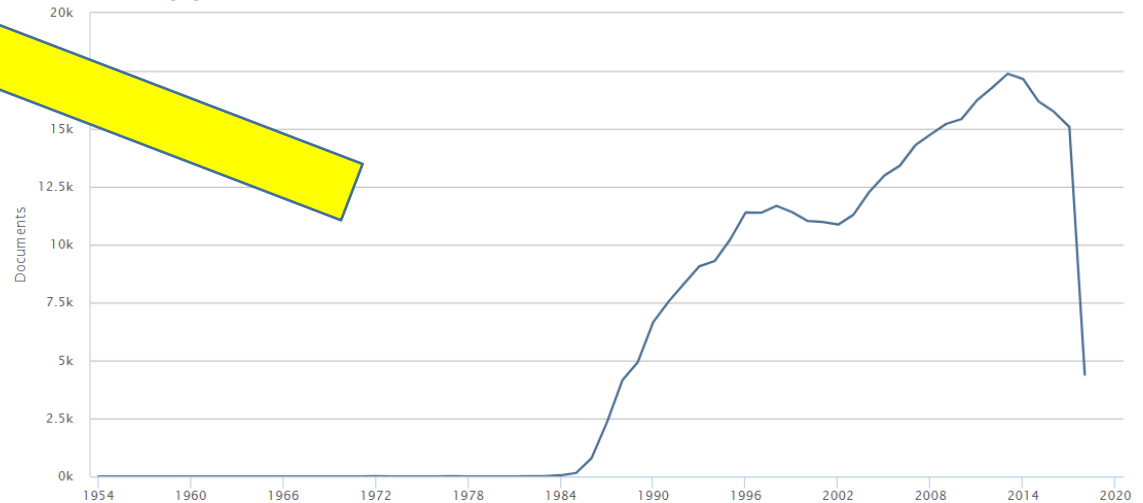
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1964	0
1963	0
1962	0
1961	0
1960	0
1959	0
1958	0
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1956	0

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Can get a sense of when research really started “taking-off”

For HIV/AIDS research, mid-80s.

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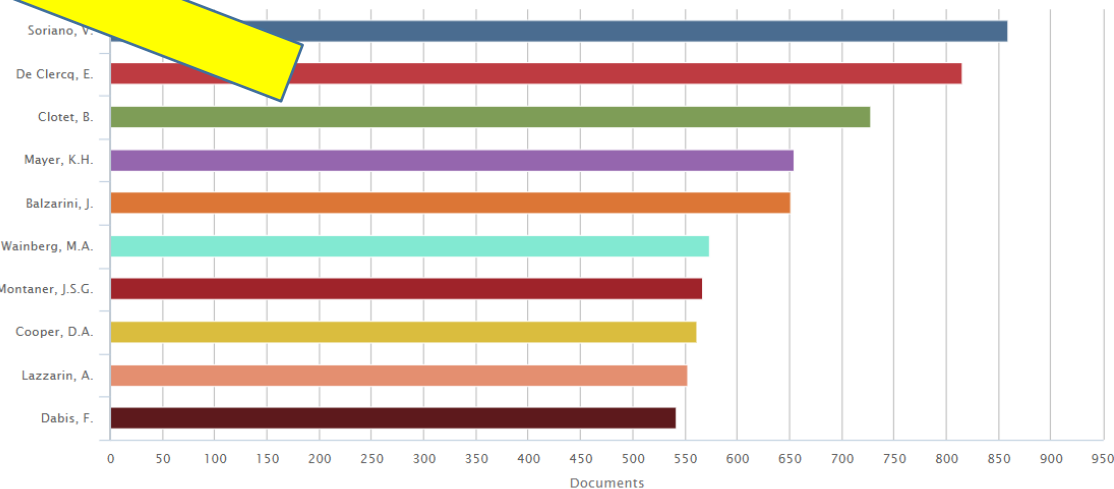
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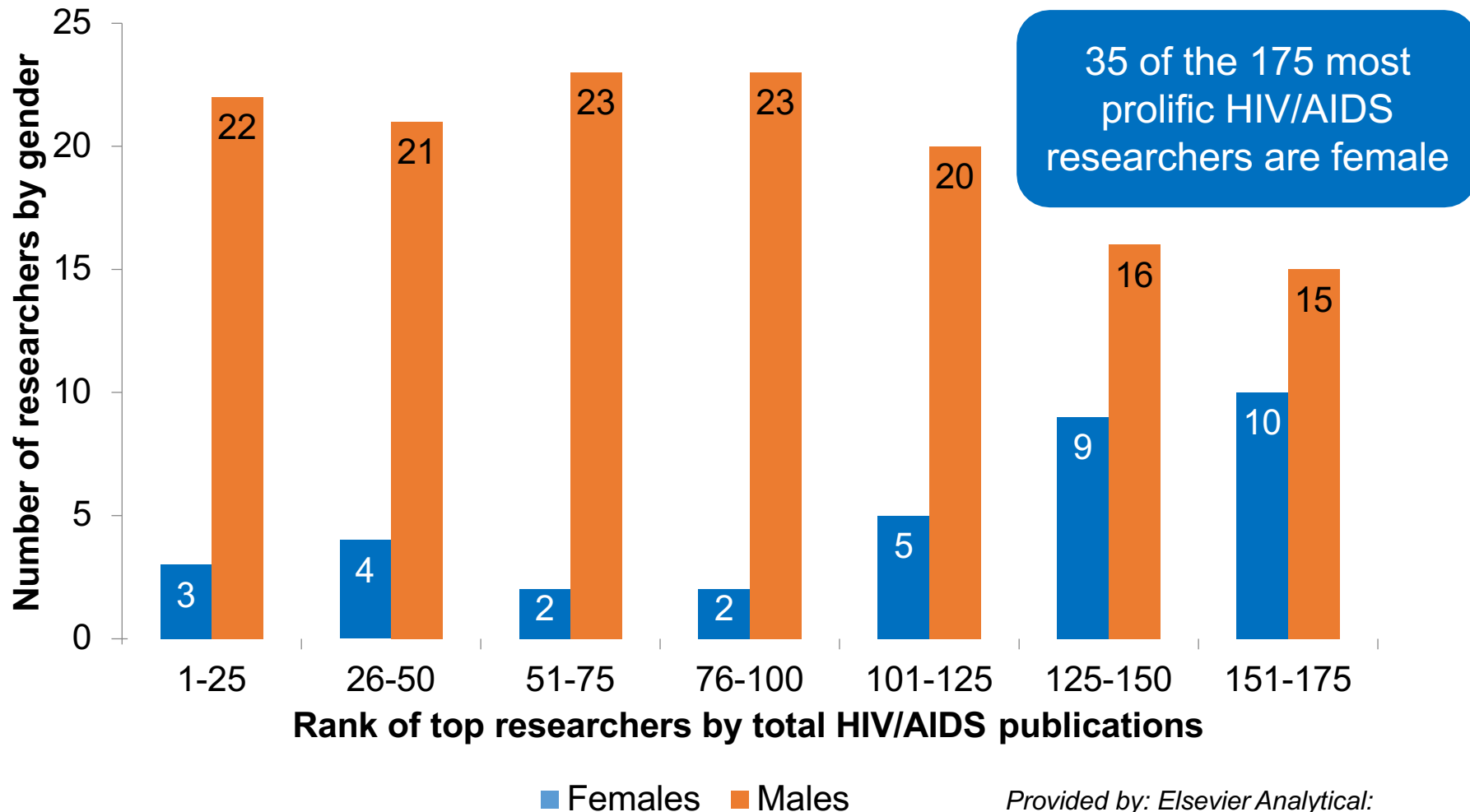


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<input type="checkbox"/> Moreno, S.	(369) >	<input type="checkbox"/> Lederman, M.M.	(296) >	<input type="checkbox"/> Mocroft, A.	(259) >	<input type="checkbox"/> Pialoux, G.	(241) >
<input type="checkbox"/> Nelson, M.	(367) >	<input type="checkbox"/> Chaisson, R.E.	(295) >	<input type="checkbox"/> Michael, N.L.	(258) >	<input type="checkbox"/> Undefined	(17,605) >

Now... the hard part

We suggest searching social media and other online sources to confirm diversity characteristics as well as other qualifications...

Distribution of Women Among 175 Most Prolific HIV/AIDS Researchers from 1996-2014



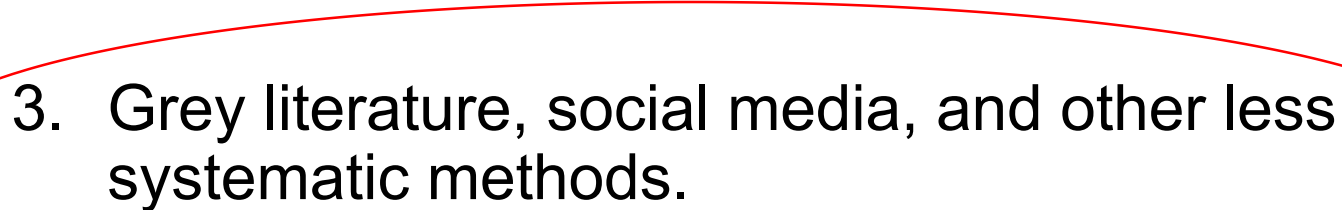
*Provided by: Elsevier Analytical:
Elsevier Research Intelligence*

Comparison by Gender of Research Indicators

	Females	Males	Mann-Whitney test
Number of researchers in top 175	35	140	
Median number of publications	214	271	***
Median percentage of publications on HIV/AIDS	94.19%	89.16%	**
Median Field-Weighted Citation Impact	2.56	2.60	
Median Field-Weighted Citation Impact on HIV/AIDS	2.57	2.70	

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Search Protocol: 3 Basic Steps

1. Position Description
 2. Systematic bibliometric search
 3. Grey literature, social media, and other less systematic methods.
- 

Top Institution Strategy

- ***Top institutions in the field:***
 - University of California (UC) San Diego AIDS Research Institute
 - Lifespan/Tufts/Brown Center for AIDS Research
 - The Scripps Research Institute
 - Harvard University Center for AIDS research
 - UC San Francisco – Infectious diseases



UC San Diego AIDS Research Institute



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The HIV Institute - University of California San Diego
ari.ucsd.edu/ ▾
Since the 1980s, **HIV/AIDS research** at **UC San Diego** has been at the forefront of discoveries that shape care and treatment standards on a global scale. Ranked second only to Harvard as one of the highest impact **institutions in HIV/AIDS research** (Science 321:521, 2008), the **UC San Diego HIV Institute** and our affiliated ...


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Home - University of California San Diego
<https://cfar.ucsd.edu/> ▾
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Other Strategies



Additional Resources

Email us at diversitycatalysts@nih.gov

NIH Scientific Workforce Diversity Toolkit

The U.S. scientific research enterprise – from basic laboratory research to clinical and translational research to policy – requires intellect, creativity, and diverse skill sets and viewpoints.

Diversity

- ... enhances excellence, creativity, and innovation
- ... broadens the scope of biomedical inquiry
- ... addresses health disparities
- ... ensures fairness in our highly diverse nation

<https://diversity.nih.gov/toolkit>

